

COUNSELING SERVICES

KANSAS STATE UNIVERSITY

ANNUAL REPORT FY2017



DIRECTOR'S REPORT

I am pleased to share with you the Counseling Services annual report for fiscal year 2017. This report will review the many facets that make-up our agency including our mission to the K-State community, our clinical services, our outreach efforts, and our budgetary management. This report will also outline the challenges we faced this past year, and those challenges we will confront in the coming year.

Hired as the new Director this past April, it was immediately apparent to me the dedication and pursuit of excellence our entire staff continually strive to achieve. Our staff works to identify creative avenues to better serve students and to provide outstanding mental health care to each student we encounter.

Our focus is squarely directed toward helping students reach their full potential. Counseling Services recognizes our unique role on campus to address student's personal and academic needs, and our impact we have on the retention of students.

I am confident that all members of Counseling Services will face the upcoming year with the same drive and determination they have always demonstrated. And I am excited to be part of this team as we move forward into next year.

Respectfully submitted,

Dan Larson

Director

YEAR IN REVIEW

OUR MISSION

All of our staff provide professional services to students and consultation/education to the K-State community to address students' personal, academic, and social issues. To enhance the success of students and our campus, Counseling Services provides services in an atmosphere welcoming diversity in culture, in sexual orientation, religion, and other factors of difference. We firmly support the K-State Principles of Community and are proud coordinators of the Safe Zone network at K-State.

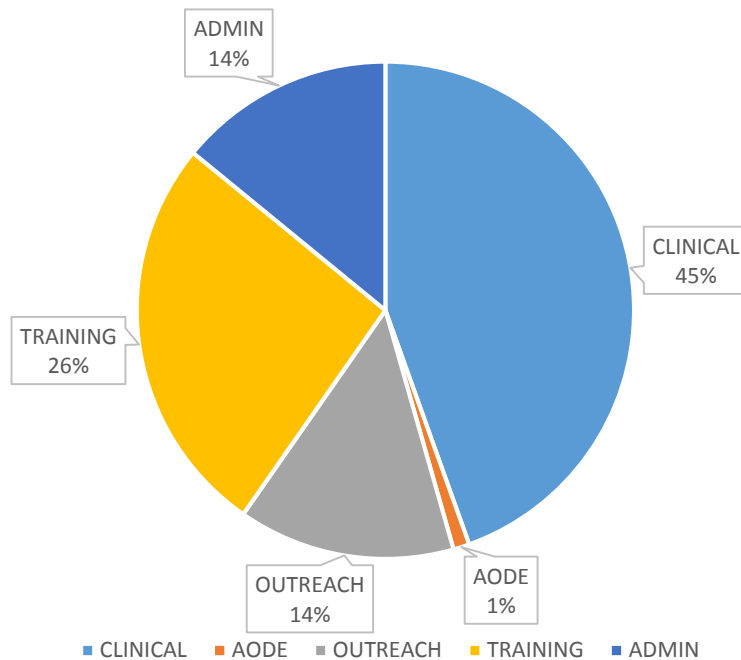
WHO WE ARE: Our Vision

1. **Visibility** – Embedding us as an important resource while also balancing the resulting increasing in-office demands, outreach needs, and training with staff availability.
2. **Integration** – Working as a Team within our office and with other campus agencies to meet the needs of our students and campus community.
3. **Programming** – Maintaining core services while adapting to demands for expanding horizons to remain viable and to reach as many students as possible.

OUR TEAMS & OUR TIME

Our professional staff work in teams covering four areas that impact students: Clinical services, Outreach, Training, and Administration. We reach a great number of students and impact the campus as a whole by our spending 61% of our time in clinical, outreach, and alcohol/drug education activities.

PERCENT OF TIME BY CATEGORY OF SERVICE



- **Clinical Services:** These services include all in-office contacts such as: counseling/consultations and psycho-educational contacts to students; individual, couples, & group therapy; phone consultations/crisis contacts & consultation on campus crisis teams; Also includes the time needed for preparation, managing the variety of contacts needed for coordinating services (case-management), and record-keeping – all necessary for professional and ethical work.
- **Outreach:** All presentations done across campus; contacts via our online workshops, our websites and social media; time for management, preparation, and coordination needed to accomplish these activities; and teaching the “Career Life Planning” classes.
- **Training:** All time spent in providing training and management for the doctoral psychology internship and the multi-leveled practicum training programs; in-service training/continuing education/staff professional development activities.
- **AODE:** Alcohol & Other Drug Education programs provide direct contacts with students and coordination with campus and the larger Manhattan community.
- **Administration:** Agency administration including staff/team meetings, all time spent in campus committees, Counseling Services (CS) personnel-related work, professional service, research, and preparation needed for all of the above.

OUR CLINICAL SERVICES

OUR IN-OFFICE CLIENTS

In FY2017, 1296 different individual students were seen in 5182 sessions at Counseling Services. The data listed below is based on these 1296 clients who completed the K-State Problem Identification Rating Scale (KPIRS) prior to their first contact:

CLIENT CHARACTERISTICS AT INITIAL CONTACT % (N=1296)	
38.97% (505) Male	17.82% (231) Freshman
60.49% (784) Female	20.68% (268) Sophomore
.54% (7) Transgendered	24.00% (311) Junior
86.34% (1119) Single	24.07% (312) Senior
2.70% (35) Engaged	14.73% (165) Graduate
5.02% (65) Partnered	.70% (9) Special Student
4.94% (64) Married	
.46% (6) Separated	
.46% (6) Divorced	
.08% (1) Widowed	

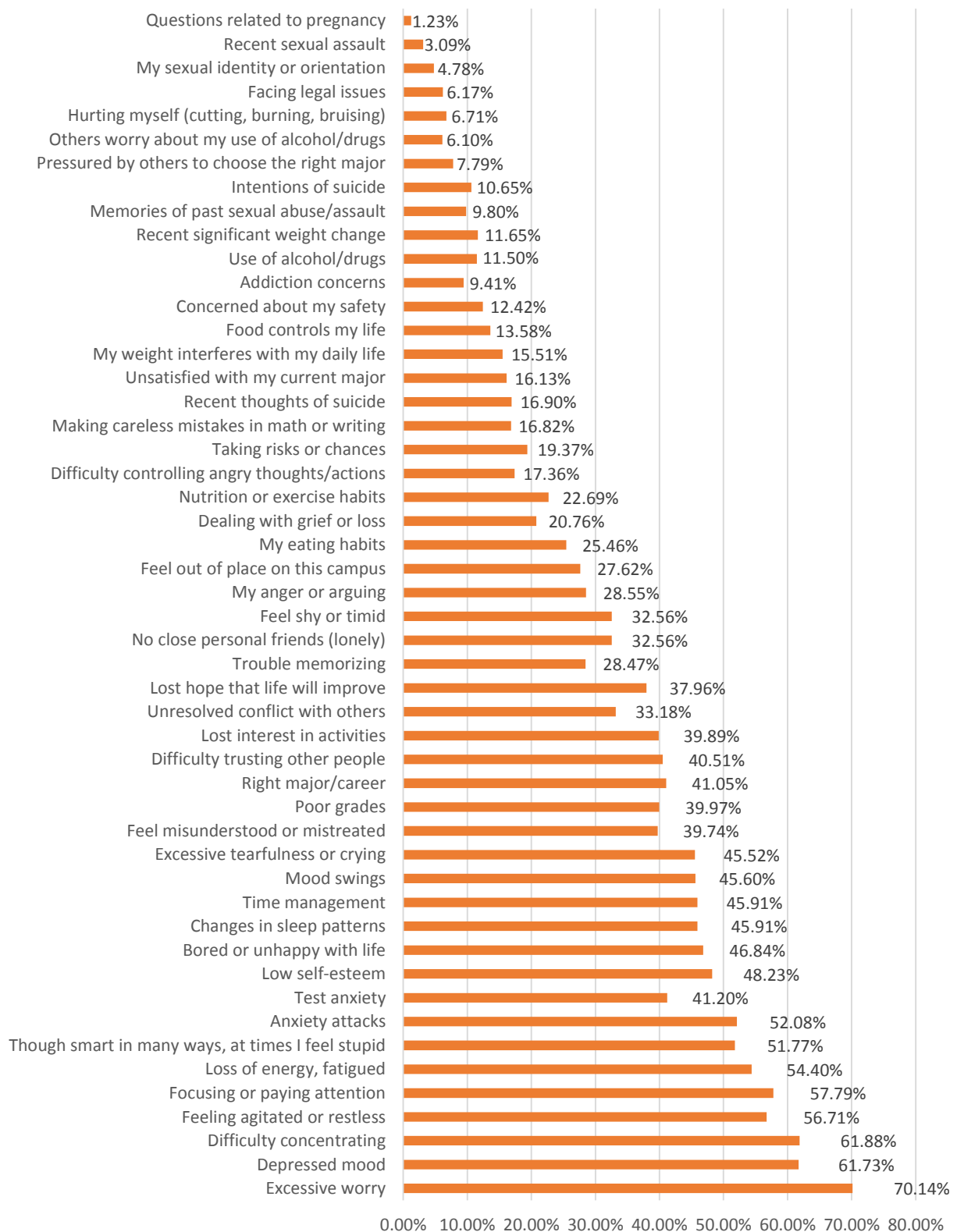
We reach a representative cross-section of our diverse campus community:

Ethnicity	% of our clients (N=1296)	% K-State Students in Fall2017(N=23779)
African/American	5.17% (67)	3.6% (856)
Asian or Pacific Islander	5.02% (65)	1.8% (416)
Caucasian/White	76.39% (990)	75% (17850)
Hispanic/Latin American	4.09% (53)	6.4% (1520)
Mexican/Mexican American	1.08% (14)	NA
Native American/Alaskan Native	.93% (12)	.4% (105)
Multi-Racial	5.17% (67)	3.2% (754)
Other/unknown	2.15% (28)	1.3% (299)
International Students (Non-resident Aliens)	7.80%(101)	8.3% (1979)

The following chart shows the wide range of issues identified by students at their first contact at Counseling Services in FY2017. All of these can interfere with academic success and general well-being.

PROBLEMS PRESENTED AT INTAKE

The pressures of school, finances, relationships/family, and work take skill and practice to manage effectively. Counseling Services can be a refuge of support and help to students as they adjust to campus and develop new skills for more effective living.

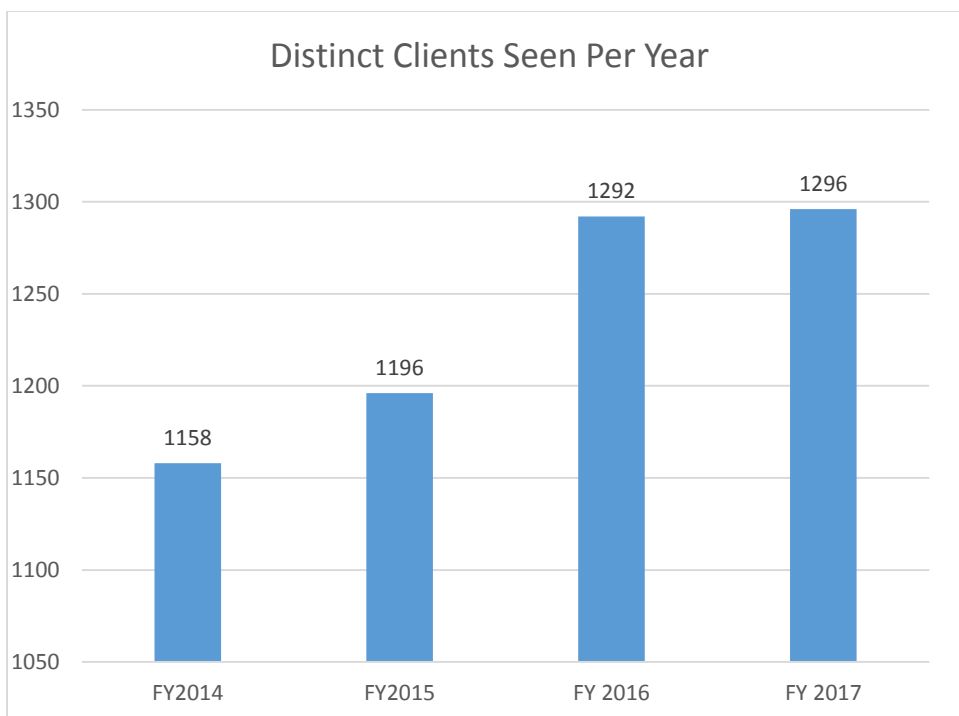


OTHER THERAPY AND CONSULTATIONS PROVIDED

A variety of services (individual, group, couples counseling & in person consultations) are provided to assist clients in understanding and addressing their concerns. The most common of the presenting problems such as anxiety, depression, difficulty concentrating, and others are related to the stresses of life before and after coming to college. Each year more students are coming to our agency seeking some assistance with these concerns.

There has been a consistent increase in the number of individuals seen at our agency over the past 4 years. In the FY2017, 1296 unique clients had scheduled a total of 6161 appointments (includes cancellations and no shows). The range of visits was 1-41 and represented by the following: 63.73% (826) were seen 1-4 visits, 24.69% (320) were seen 5-10 visits, 7.48% (97) were seen 11-20 visits, and 2.55% (33) were seen over 21 visits.

The graph and table below show the increase in students seen and the number of clinical staff available to meet that need.



	FY 2014	FY 2015	FY 2016	FY 2017
Total FTE paid CLINICAL staff includes interns and temp staff	9.6	11.7	10.4	11.5

Crisis/Urgent Contacts

Each person who identified with moderate to significant concerns on any of the “critical items” on our problem checklist was connected with an on-call counselor for support and screening for risk; they were seen that same day for an in-office session. In some cases, the contact was by phone and they received immediate assistance connecting with a community emergency resource. In all cases of crisis/urgent contacts, a greater amount of staff time is needed for the multiple steps necessary for safety (examples: extended contact with student, consultation/coordination within our office, and when needed, coordination with other sources of supports for the student, both on campus and off campus).

As an example of the seriousness of presenting issues that would require that extra time, the following table shows the number and percent of students who presented to Counseling Services indicating suicidal/self-harm concerns or having experienced a recent sexual assault and shows the increase in the number of serious issues from FY2015 to FY2017.

Critical Items Rated by Students at Intake						
Critical Items	Moderate to Significant Concern in FY2015, N=1196		Moderate to Significant Concern in FY2016, N=1292		Moderate to Significant Concern in FY2017, N=1296	
	#	%	#	%	#	%
Intentions of Suicide	109	9.11	137	10.61	138	10.65
Recent Thoughts of Suicide	177	14.8	221	17.11	219	16.9
Hurting Myself/cutting	81	6.77	93	7.20	87	6.71
Recent Sexual Assault	36	3.01	26	2.01	40	3.09

Though the students who mark these self-harm items as being of moderate to significant concern require more immediate attention, we are also sure to address in a session the self-harm concerns of all students who indicate any level of concern in these areas.

Of the 5182 in-office contacts provided in FY2017, 554 were crisis contacts and 688 were consult sessions (i.e. brief sessions to assess urgency of needs when there are no appointment slots available) for a total of 1242 urgent sessions. This is 24% of the total sessions in FY2017; approximately 6% more than the previous year. The following table shows the significant increase in crisis/urgent contacts over the last 4 years:

	FY2014	FY2015	FY2016	FY2017
Total # of in-office contacts	4955	5535	5623	5182
Percent of these contacts that were crisis/urgent	9.80% (485)	13% (722)	18.03% (1014)	23.97% (1242)

Group Therapy

An additional way in which we have attempted to reach more students with less staff, has been through our successful offering of group therapy. Group process allows students to gain support and understanding from peers while giving the opportunity to learn and practice skills for self and interpersonal interactions. In FY2017, groups accounted for 567 visits (82 screenings, 485 group sessions). Group therapy allowed us to see more students in therapy to meet the demand despite our limited staff. And the group therapy option continues to be an exciting and efficient option for students wanting to learn skills for connecting and growing personally and in relationships. Our hope is that we will be able to have a strong group therapy option by offering the groups at consistent times each semester so students will be able to fit these groups into their schedules.

Low No-Show/Cancellation rates

Overall, in FY2017 a total of 6161 appointments were scheduled; of these, 7.06% were where the client did not show and 8.78% were cancellations. For comparison, the *Association for University and College Counseling Center Directors (AUCCCD)* in their *Annual Survey for 2016* list that for universities with 20,001-25,000 students, the median NS rate = 8.5 % and the median Cancellation rate = 8.4%.

Given the great demand for contacts and our limited number of available sessions, we send automated appointment reminders by email to students. We believe that our no-show rate is low because we instituted this reminder process in addition to charging a fee for these missed sessions. In increasing student accountability/responsibility, the no-show rate has decreased and we have been able to reach more students with less delay by scheduling other students into appointment slots opened up when a student gives us 24 hour notice of a cancellation.

Overall Direct Service Contacts

In addition to the large number of client sessions provided, we continue to reach out to students and the campus with a variety of programs such as our KatChats presentations, and our online workshops. The increase in our number of contacts in the past four years is evident in the following table:

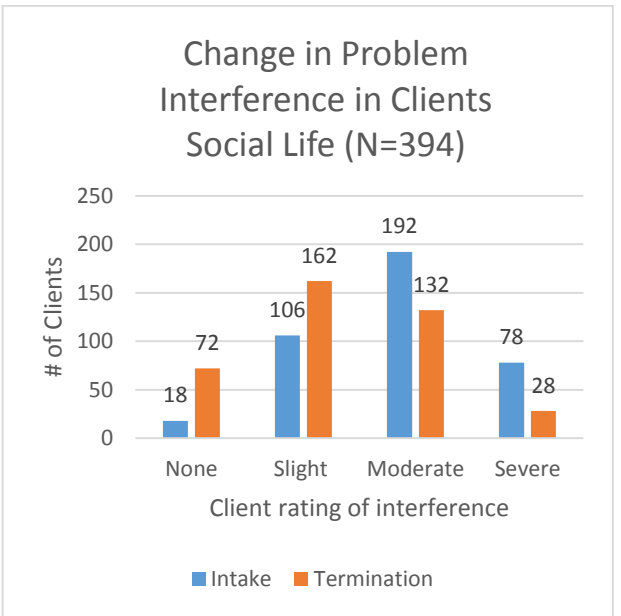
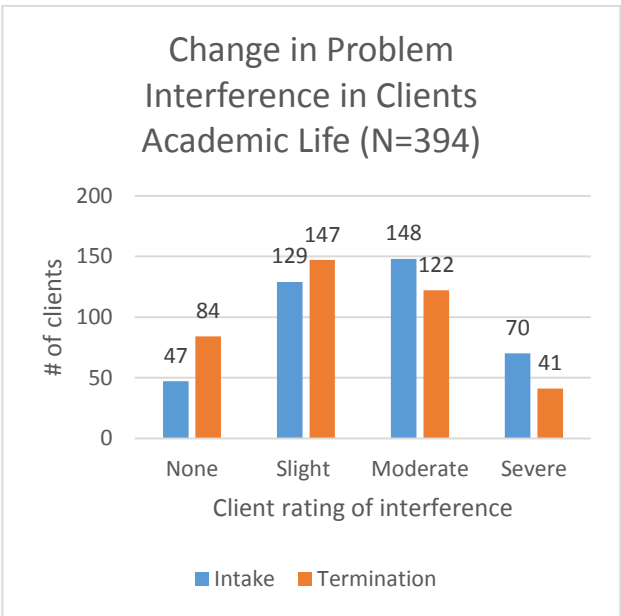
SERVICE PROVIDED	FY2014 CONTACTS	FY2015 CONTACTS	FY2016 CONTACTS	FY2017 CONTACTS
Therapy in office	4955	5535	5623	5182
Presentations/workshops	7459	6989	8745	9093
Teaching	1287	1780	644	1818
AODES consults	94	91	20	0
Project ABC Contacts	530	296	188	8
Online Workshops	321	95	167	210
TOTAL DIRECT SERVICE CONTACTS	14646	14786	14570	16311

CLIENT OUTCOMES FOR FY2017

We consistently evaluate with our clients their progress and the impact of therapy on their lives and discuss this with them throughout the process. Though we are not able to gather information from all clients seen, we do have outcome data showing that our services are helpful to students and positively impact their academic and social lives. One key example of this is of the 394 clients who responded to the question “Overall, Counseling has been Helpful to Me,” 89.82% reported improvement overall. Responses about specific areas of improvement are listed as follows:

Area of Improvement	N	No Improvement	Slight Improvement	Moderate Improvement	Substantial Improvement
Making important decisions	394	10.05%	34.67%	41.96%	13.32%
Relating to significant people in my life	394	9.8%	36.68%	38.19%	15.33%
Achieving goals I have set	394	13.32%	42.21%	32.66%	11.81%
Coping with problem situations	394	6.28%	36.43%	39.20%	18.09%
Maintaining health and well-being	394	9.55%	36.43%	38.94%	15.08%
Progress on therapy goals	394	6.03%	35.68%	41.21%	17.08%
Symptoms/concerns that brought you to counseling	394	4.77%	33.67%	37.44%	24.12%
Academic performance	394	21.61%	36.94%	30.90%	10.55%
% of total responses for each level of improvement	394	10.18%	36.59%	37.56%	15.67%

We also ask clients who have been seen for 3 or more sessions to rate the change in how their presenting concerns interfered with their academic and their social lives. Of the 394 who did respond, most show improvement in each of these areas, moving from severe/moderate interference to slight or no interference.



These next two tables show the percent change in the level of interference that their problems were making in their academic and social lives.

**Clients rating interference in their ACADEMIC LIFE at intake and again at termination
N=394**

	No Interference	Slight Interference	Moderate Interference	Severe Interference
Intake	47 (11.93%)	129 (32.74%)	148 (37.56%)	70 (17.77%)
Termination	84 (21.32%)	147 (37.31%)	122 (30.96%)	41 (10.41%)
difference	9.39%	4.57%	-6.6%	-7.36%

**Clients rating interference in their SOCIAL LIFE at intake and again at termination
N=394**

	No Interference	Slight Interference	Moderate Interference	Severe Interference
Intake	18 (4.57%)	106 (26.90%)	192 (48.73%)	78 (19.80%)
Termination	72 (18.27%)	167 (41.12%)	132 (33.50%)	28 (7.11%)
difference	13.70%	14.22%	-15.23%	-12.69%

OUR OTHER SERVICES CONNECTING WITH OUR STUDENTS AND CAMPUS COMMUNITY

PRESENTATIONS

Reaching students who may not come into our offices is an important goal for our agency. All staff are involved in our outreach efforts as an effective way to reach more students. We reach student through a variety of presentations and tabling events, and besides sessions that introduce our services to students/the campus, we also cover a range of areas like academic/career issues, alcohol/drug concerns, stress management, relationships, etc. In FY2017 we reached 9093 individuals through our presentations and tabling events.

We are particularly proud of our KatChats program: presentations each Tuesday from 4-5pm during the academic year. The variety of topics offered have reached not only the 118 attendees on-site, but we also live-stream each presentation as well as maintain a recording of each session on our website to assist those who could not attend. A listing of the topics and dates/times can be found at <http://www.k-state.edu/counseling/outreach.html>

TEACHING

Each semester in FY2017 our staff taught two sections of a Career-Life Planning course to K-State undergraduates, for a total of 1818 contacts in teaching overall. In the coming year we will be working to bring the course into a web-based course to reach more students.

ONLINE PROGRAMS

With our goal to reach as many people as possible, Counseling Services has online psycho-educational workshops and self-assessments to help students with their academic progress. These are available on our highly regarded University Life Café - an online community for K-State.

The College Learning Effectiveness Inventory (CLEI)

This instrument was developed by the Counseling Services staff and the former director, Dr. Fred Newton to help students assess themselves on the six predictors for college success. It can help to:

1. Increase awareness of the students' personal strengths.
2. Identify students' weaknesses as a learner.
3. Help students make changes to improve academic performance.

The six scales identifying learning success are:

1. Academic Self-Efficacy: Expressing confidence in academic ability, awareness of effort toward study, and expectation for success in college attainment.
2. Organization and Attention to Study: The organization of tasks and structuring of time to set goals, plan, and carry out necessary academic activity.
3. Stress and Time Press: Dealing with pressures of time, environmental concerns, and the academic demands that impact academic study.
4. Involvement with College Activity: Belonging to organizations and participating in activities, including informal gatherings of friends and classmates, within the campus environment.
5. Emotional Satisfaction: Degree of interest and emotional response to academic life including people and environment.
6. Class Communication: Both verbal and non-verbal effort to engage in class activity.

In FY2017, individuals at K-State were able to take the CLEI either through our University Life Café website or through a link given to them in a K-State class (EDCEP 829). The Counseling Services also has a workbook available to students to assist them in developing those areas identified in their CLEI results as needing attention. The online workbook can be either downloaded as a free .pdf which you can then print or purchased via the following link; <http://www.bookstore.ksre.ksu.edu/Item.aspx?catId=594&pubId=18379> . Please keep in mind that due to copyright, this workbook is for personal use only and may not be sold to other entities or individuals.

Online Workshops Totals FY 2017

Number of Students Completing our Online Programs					
ONLINE TRAINING	FY2013	FY2014	FY 2015	FY2016	FY2017
Academic Anxiety	76	156	42	67	97
Stress Management	74	165	53	100	113
Totals	150	321	95	167	210

We created two online workshops that are self-paced and free to anyone with a K-State EID. Two more are being developed. The International Student program will be ready to “go live” by August 2017 and the Military-related program is expected in fall 2018.

University Life Café Website <https://www.universitylifecafe.k-state.edu/>

University Life Café (ULC) is an interactive website created by and for K-State students to promote emotional wellness, academic success, and academic programs leading to retention. It is the entry point to access professional articles that range from emotional wellness and study tips to personal issues. In addition, students have access to several, confidential self-assessments. ULC is also a public site open for everyone to view the art, videos, written materials, and the events calendar. The combination of ULC and other information on the main Counseling Services website (<http://www.k-state.edu/counseling>) provides great online resources to all students at the three K-State campuses.

We also continue to develop other creative programs in addition to the current Arts Contest and the Poetry contest.

At Risk Programs – Developing Skills to Reach Out and Help Students

At-Risk is a web-based gatekeeper training simulation designed to teach faculty/staff and students to effectively identify, approach, and refer students struggling or in mental distress. This training allows users to learn by engaging in simulated conversations with virtual students who show symptoms of depression, anxiety, paranoia and thoughts of suicide. As a result, users are better able to handle similar situations in real life.

Since first brought to campus through the combined efforts of the K-State Counseling Services, the SafeZone Program, and the Office of Student Life, the At-Risk programs have reached over 1000 K-Staters! Since August 2015 with the combined efforts of K-State Housing and Dining Services, the Counseling Services, the Nontraditional/Veterans Services Office, and the LGBT Resource Center, we have been able to extend the availability of these programs to include new/additional modules: At-Risk on Campus, LGBTQ on Campus, and Veterans on Campus.

Information for student versions are available at

<http://www.k-state.edu/counseling/student/at-risk.html>

and faculty versions are at <http://www.k-state.edu/counseling/faculty/at-risk.html>

Safe Zone

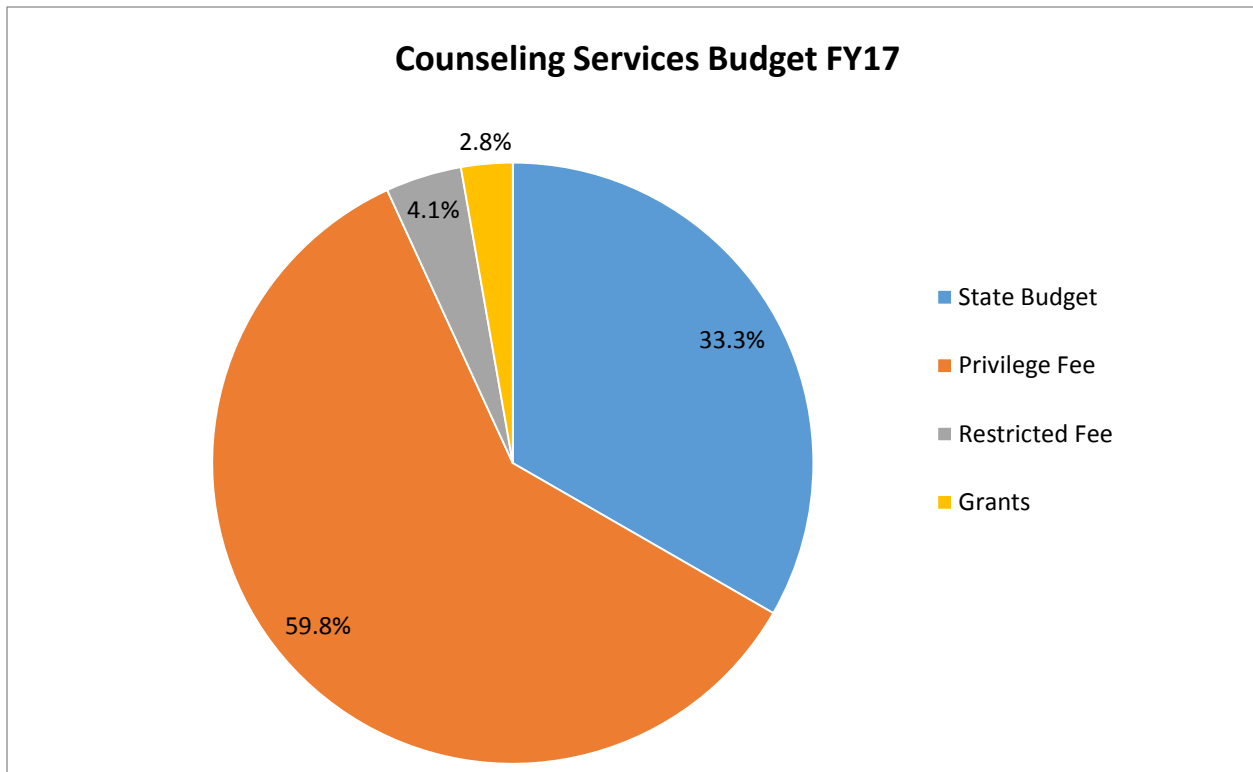
As a proud coordinator of the SafeZone Program, we will continue to encourage all members of our campus community to take advantage of these excellent training programs! They can be a great addition to many of the courses at K-State and we are hopeful that more K-Staters will enhance their skills by using these exciting programs!!

We believe that combining these tools with a variety of training sessions for effective skill-building can help make our campus healthier and safer.

OUR BUDGET

Counseling Services receives funding from several sources: Student Privilege Fee, State Funds, Counseling/Test fees, and Other Accounts/Grants. As State funds to the University decrease and our service delivery demands increase, we have had to request more money from the Privilege Fee process in past years, create per-use fees for services, develop and try to sell our assessments tools (KPIRS, CLEI) to other campuses, and/or seek grants. The following chart shows the sources of funding for our budget for FY2017.

ALLOCATION OF FUNDS FY2017

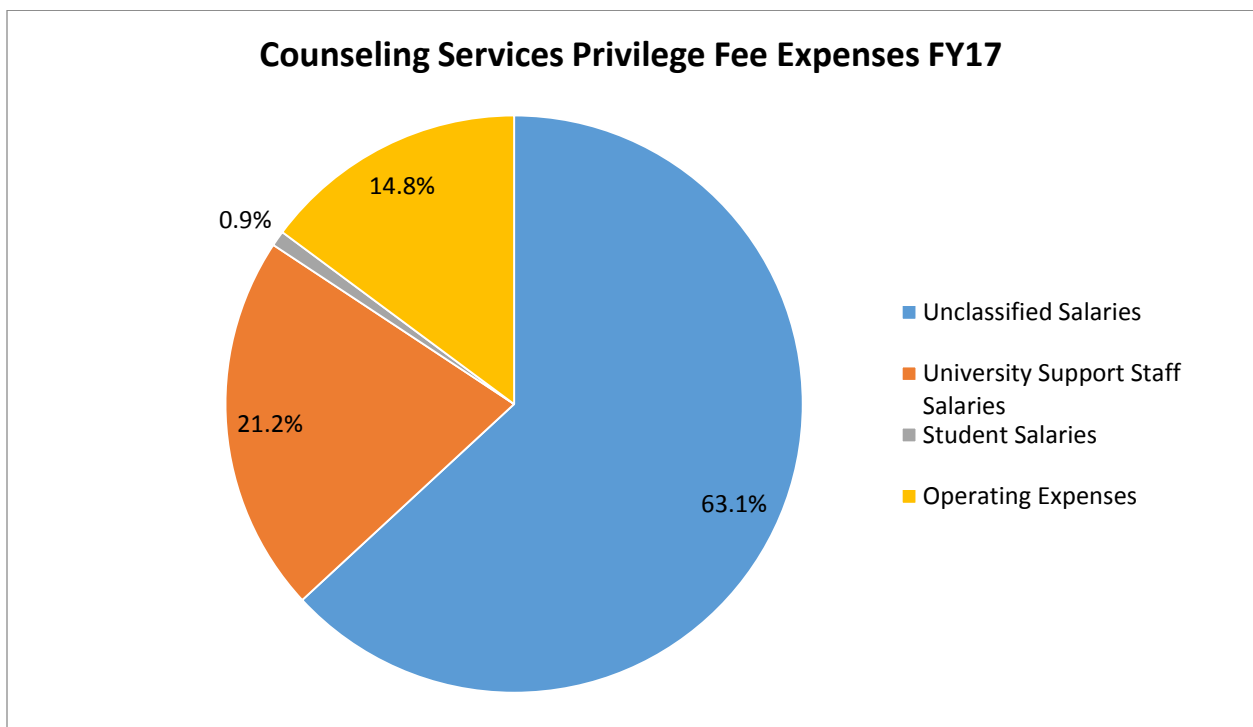


	Actual	Percentage
State Budget	\$ 394,110	33.3%
Privilege Fee	\$ 707,712	59.8%
Restricted Fee	\$ 48,465	4.1%
Grants	\$ 32,738	2.8%
Total	\$ 1,183,025	100.0%

We have been grateful for the continued support through the Student Privilege Fees as this is our primary source of being able to maintain staff and meet the needs of our students. As you can see from the chart above, Privilege Fee's accounted for 59.8% of our overall budget. It's important to note that State Funds for FY2017 made up 33.3% of our budget. This is nearly 3%

less than FY2016 (36.0%). Our current three-year budget cycle (FY2016-FY2018) is nearing its end, and on January 22, 2018, we will be presenting a proposal to the Student Privilege Fee Committee for the next three-year cycle. It will be critical at that time to find solutions to our ever-increasing need for adequate funding to help stabilize our staffing and support our program needs.

The following shows how the Privilege Fees support the salaries of many of our staff members and a small part of our operating expenses.



Privilege Fee Expenses	Amount	Percentage
Unclassified Salaries	\$401,180.56	63.1%
University Support Staff	\$134,567.49	21.2%
Student Salaries	\$5,494.32	0.9%
Operating Expenses	\$94,323.75	14.8%
TOTAL	\$635,566.12	100.0%

Counseling Services (CS) has struggled in the past few years with maintaining consistent staffing from year to year. For example, in the Fall of 2016 we had 4 new clinical staff members join CS to replace resigning staff. As one of the departing staff members was the Training Director, we promoted a staff psychologist to that position. But this left us an additional Psychologist short starting the year.

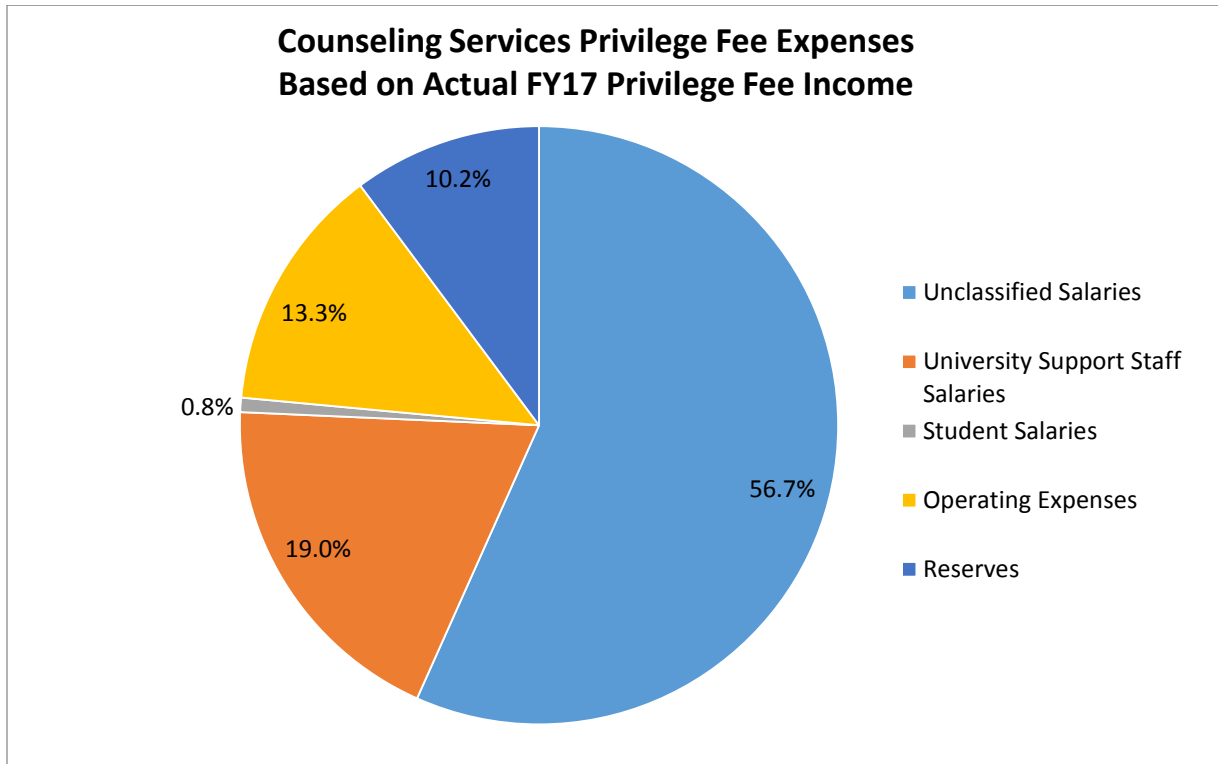
Having this many new staff members or transitioning staff members created its own unique challenges. It is very difficult to build on existing programs when new staff join CS, partly due to the time and energy it takes to train new staff members to get them "up to speed."

There are a number of reasons for staffing changes, but one reason is staff can seek higher salaries at other universities or in the private sector. Also as our data shows, there is an increase in the number of serious concerns presented by students each year, as well as an increase in the number of students seeking counseling assistance. This can place significant stress on our staff, who work extremely hard to manage their large caseloads and critical issues presented.

The Association for University and College Counseling Center Directors (AUCCCD) lists a Student to Clinician ratio of 1812:1 for the full year when including all paid clinical staff (professional and paid trainees). Our ratio of student to clinician in the past 5 years has ranged between 2512:1 and 2274:1, showing that we need 1-2 more clinicians as the increasing demand and severity of presenting issues creates a great strain on the energy and morale of our staff.

Over the past 6 years we have been creative in expanding our outreach/online programs to reach students who cannot /do not come into the office. These services also help provide support to those students who cannot be seen by a therapist due to a wait-list which has become a common issue by early-semester.

The following chart/table shows Counseling Services Privilege Fee Expenses based on actual FY17 Privilege Fee Income.



Income	\$707,712.00	Percentage
Unclassified Salaries	\$401,180.56	56.7%
University Support Staff	\$134,567.49	19.0%
Student Salaries	\$5,494.32	0.8%
Operating Expenses	\$94,323.75	13.3%
Reserves	\$72,145.88	10.2%
TOTAL	\$707,712.00	100.0%

In FY2017 we were able to transfer money to our reserve fund (“a one time savings of \$72,145.88, shown in the table above) due to our previous Counseling Services Director working half time as result of being on phased retirement. Additional savings were also gained since we did not replace a staff psychologist position from the fall of 2016 until this past summer (2017).

The table below provides a more detailed account of Counseling Services budget and expenditures, outlining how we used State Funds, Privilege Fee Funds, Restricted Fee Funds, and Grants.

STATE FUNDS	FY 17 Budget	FY 17 Expenditures	FY 18 Budget
Unclassified Staff Salary	\$421,058	\$325,622	\$317,450
University Support Staff Salary	\$65,531	\$68,488	\$69,395
Student Salary	\$5,042	\$0	\$0
Operating Expenditures	\$894	\$2692	
Allocated Budget Transfer	\$0		\$0
TOTALS	\$492,525	\$396,802	\$386,845

STUDENT PRIVILEGE FEE			
FY17 Student Senate Allocation -- \$707,711.96			
Unclassified Staff Salary	\$530,780	\$401,181	\$614,378
University Support Staff Salary	\$151,695	\$134,567	\$149,906
Student Salary	\$0	\$5,494	\$5,494
Operating Expenditures	\$56,202	\$94,324	\$60,000
TOTALS	\$738,677	\$635,566	\$829,778

RESTRICTED FEE			
Salary	\$19,640	\$17,738	\$18,465
Operating Expenditures	\$29,104	\$15,052	\$30,000
Non-Allocated Budget Transfer	\$0		\$0
TOTALS	\$48,744	\$32,790	\$48,465

GRANTS--Based on Award Period	Grant Budget	Expenditures	
AODES - Manhattan City 01/15 - 12/15	\$40,321	\$32,738	\$0
TOTALS	\$40,321	\$32,738	\$0

OVERALL TOTALS	\$1,320,267	\$1,097,895	\$1,265,088
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I would like to point out that in the Student Privilege Fee section of this table, you will see that \$707,711.96 was the Student Senate Allocation. And that Counseling Services budget predicted to exceed that amount by \$30,965 (\$738,677). However, \$635,566 was the actual FY17 expenditure. As noted previously, this difference in what was budgeted and what was spent, was due to our Director being on half time phased retirement and not able to fill the vacant position of staff psychologist until this past summer. In addition, due to resignations we also did not have a full time front desk support staff as well as an accountant and personnel specialist position.

It is important to note that for Counseling Services FY18 Budget, we are projecting our total Student Privilege Fee expense to be \$829,778. This is \$100,834 above the allocated Fee of \$728,943. This is due in part to the fact that our State Funding has decreased, and that we have hired additional staff to meet the needs of the students. A portion of this shortfall can come from the \$72,145.88 savings last fiscal year, in addition to monies we have been able to place in our reserve fund. But this reserve fund is finite.

CHANGES AND CHALLENGES FOR FY2018

The following summarizes the changes and challenges we face in the next fiscal year:

Staff Hires:

Director of Counseling Services was hired Spring 2017 and began on April 24, 2017.

Vimean Vannavuthn, Ph.D. was hired Fall 2017 to specialize in clinical work.

Ryan Staley, Ph.D. was hired in Fall 2017 to provide clinical work and supervision of interns.

Staff Openings:

Kendal Kershner, Psy.D. will resign at the beginning of Fall 2017.

Front desk support staff (to replace staff who left in Summer 2017).

Counseling Services Move to Sunset Building:

Counseling Services is scheduled to move to its new location in 2018.

Budget Issues:

Our continuing attention is on advocating for increasing the number of staff to meet the growing demand for our services; concurrent with our hope that the University and the Privilege Fee Committee will be able to assist us to retain staff by providing competitive/improved salaries. We depend on the financial support of both the State of Kansas and ongoing allocations of funds by the Privilege Fee Committee of the Student Governing Association to fund our current staffing needs. This financial challenge is compounded by the fact that the State of Kansas has decreased funding for FY18 and there is potential for additional reductions in the future.

We are grateful for the support provided by SGA and appreciate their recognition of our role in helping students be successful. We are also committed to our mission and will work to maintain our visibility and viability as a campus resource.

FINAL COMMENTS

The staff of Counseling Services are proud of our service to the K-State community during the past fiscal year. We are equally excited about our continuing role as a support for students and a resource for faculty and staff as they work to assist students to be successful in college. Please review our website at www.k-state.edu/counseling and contact us at 785-532-6927 if you have any questions.